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Security Information

**The Process of Selecting New  
Career Employees**

The CIA Career Service Board at its meeting of 10 March 1953 referred the Staff Study "Oral Examination of Applicants", with the comments by the head of the five major organizational components, to the Panel for recommendations. The Panel was requested to reconcile the various comments on the Staff Study and make specific recommendations with respect to the process of selecting new career employees.

This Report contains the conclusions of the Panel which were arrived at after consideration of the problem by the Panel working as a committee of the whole.

The Panel recommends that:

- a. The CIA Career Service Board adopt the Panel's conclusions as Agency policy; and
- b. The CIA Career Service Board instruct the Panel to develop selection procedures based thereon.

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